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ABSTRACT

Statistics from the U.S. Department of Labor and the New Jersey Department of Labor indicate that: (1) in mid-1977, 40 million women were working, meaning that women composed 41% of the nation's labor force; (2) in New Jersey, women composed 30% of the state's labor force; and (3) both nationally and on a state-wide basis, employment for professional and technical workers is rapidly expanding, particularly in the service sector. The needs of displaced homemakers wishing to enter the labor force include: (1) programs for retraining or initial acquisition of technical and sales skills; (2) information on occupational trends; (3) methods for making appropriate career decisions; and (3) support services for their children where necessary. (HLM)

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Outlook for Displaced Homemakers in the Labor Force

by

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SPEECH

IT IS A PLEASURE TO HAVE THE OPPORTUNITY TO SPEAK WITH YOU TODAY ABOUT THE DISPLACED HOMEMAKER. AS YOU KNOW, THE TOP PRIORITY OF THE BYRNE ADMINISTRATION HAS BEEN TO CREATE JOBS FOR NEW JERSEY'S WORKERS. WE AT THE DEPARTMENT OF LABOR AND INDUSTRY THINK IT IS ESSENTIAL THAT ANYONE ENTERING OR RE-ENTERING THE LABOR MARKET UNDERSTANDS EXACTLY WHAT OCCUPATIONS ARE IN DEMAND SO THEY CAN MAKE CAREER DECISIONS BASED ON FACTUAL INFORMATION. IN MY OPINION, THIS INFORMATION IS EVEN MORE IMPORTANT FOR DISPLACED HOMEMAKERS, SINCE THEY NEITHER HAVE THE TIME NOR THE MONEY TO BE TRAINED FOR DEAD-ENDED, POOR PAYING, OR SOON-TO-BE-OUTDATED OCCUPATIONS. IT IS IMPORTANT FOR THIS GROUP TO BE GIVEN ACCURATE CAREER GUIDANCE INFORMATION, AFFORDED THE AVAILABILITY OF THE RIGHT TYPE OF TRAINING AND PLACED IN THE KINDS OF JOBS WHICH WILL BEST UTILIZE THEIR TALENTS AND ALLOW THEM TO EITHER DEVELOP OR MAINTAIN FINANCIAL INDEPENDENCE.

INITIALLY, I WILL SPEAK ON THE OCCUPATIONAL OUTLOOK FOR THE NATION, AND, SECONDLY, DISCUSS THE OCCUPATIONAL OUTLOOK AS IT RELATES TO NEW JERSEY SPECIFICALLY.

THE U.S. DEPARTMENT OF LABOR'S BUREAU OF LABOR STATISTICS AND THE NEW JERSEY DEPARTMENT OF LABOR AND INDUSTRY'S DIVISION OF PLANNING AND RESEARCH ARE CONSTANTLY IN THE PROCESS OF ADMINISTERING AND PROJECTING THE OCCUPATIONAL OUTLOOK FOR THE NATION'S AND THE STATE'S LABOR FORCE. AS OF THE MIDDLE OF 19 77, 40 MILLION WOMEN WERE IN THE NATION'S LABOR FORCE. THIS FIGURE REPRESENTS ABOUT 41% OF THE COUNTRY'S ENTIRE LABOR FORCE AND 49% OF ALL WOMEN 16 YEARS OF AGE AND OVER.

IN NEW JERSEY, WOMEN COMPRISE 30% OF THE TOTAL LABOR FORCE OR, 1.3 MILLION.

ADULT-FEMALE PARTICIPATION IN THE LABOR FORCE HAS INCREASED MARKEDLY OVER THE PAST DECADE JUST UNDER 50% DURING THIS YEAR. THE LABOR FORCE PARTICIPATION

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RATE FOR MARRIED WOMEN WITH HUSBAND'S ABSENCE IS NEAR 60%; DIVORCED WOMEN'S PARTICIPATION RATE IS 72% AND WIDOWED WOMEN'S PARTICIPATION IS 25%. THE HIGH AGE RANGE OF THE WIDOWED GROUPS ACCOUNTS FOR THIS LOW FIGURE.

NATIONALLY, 13.3% OF THE FAMILIES OR 7.5 MILLION FAMILIES ARE HEADED BY WOMEN. OF THESE, 1.8 MILLION ARE MARRIED WITH HUSBAND'S ABSENT; 2.6 MILLION OF THIS GROUP ARE DIVORCED, AND 2.4 MILLION ARE WIDOWED. IN TERMS OF AGE, THE MAJORITY OF WOMEN THAT FALL IN THIS "HEAD OF HOUSEHOLD" CATEGORY, 1.6 MILLION ARE BETWEEN THE AGES OF 35 AND 44; 1.3 MILLION "HEAD OF HOUSEHOLD WOMEN" ARE BETWEEN THE AGES OF 45 TO 54; 1 MILLION "HEAD OF HOUSEHOLD WOMEN" ARE BETWEEN THE AGES OF 55 TO 64. THE MEDIAN AGE OF WOMEN HEADING HOUSEHOLDS IS 42.7 YEARS OF AGE.

FOR THE NATION, TOTAL EMPLOYMENT IS EXPECTED TO INCREASE BY 24% OR FROM 82 MILLION TO 102 MILLION JOBS BY 1985. EMPLOYMENT FOR PROFESSIONAL AND TECHNICAL WORKERS IS EXPECTED TO GROW FASTER THAN ANY OTHER MAJOR OCCUPATION. BY 1985, HALF OF THE NATION'S WORKERS WILL BE IN WHITE COLLAR JOBS.

LET'S LOOK AT A FEW EXAMPLES OF SPECIFIC PROFESSIONS. BECAUSE OF CULTURAL AND SOCIOLOGICAL CONDITIONS, THE TEACHING PROFESSION REMAINS ONE OF THE TRADITIONAL OCCUPATIONS OF WOMEN. HOWEVER, THOUGH IT IS PART OF THE PROFESSIONAL AND TECHNICAL WORKER CATEGORY WHICH WILL EXPERIENCE GROWTH THROUGH THE END OF THIS DECADE, OCCUPATIONAL FORECASTS INDICATE THAT TEACHING WILL BE A NON-GROWTH OCCUPATION FOR THE 1980'S. IN LIGHT OF THIS, WOMEN IN PURSUIT OF A CAREER OUGHT TO MAKE THE NECESSARY CHANGES IN THEIR EDUCATIONAL PROGRAMS.

ON THE OTHER HAND, IF POPULATION CONTINUES TO BE CONCENTRATED IN METROPOLITAN AREAS, PROFESSIONAL WORKERS WILL BE NEEDED TO SOLVE COMPLEX, TECHNICAL PROBLEMS, SUCH AS: ENVIRONMENTAL PROTECTION, URBAN RENEWAL AND MASS TRANSPORTATION. THE DEMAND FOR PROFESSIONAL WORKERS TO DEVELOP AND USE COMPUTER RESOURCES IS ALSO EXPECTED TO GROW RAPIDLY DURING THE 1980'S. THE MANAGERS AND ADMINISTRATORS CATEGORY IS ALSO EXPECTED TO INCREASE SIGNIFICANTLY BY 1985.

MANAGERS WILL BE NEEDED WITH SKILLS TO ADDRESS RESEARCH AND DEVELOPMENT PROGRAMS, AND TO BE ABLE TO MAKE DECISIONS ABOUT THE INSTALLATION AND USE OF AUTOMATED MACHINERY AND DATA PROCESSING.

CLERICAL JOBS IN THE 1980'S WILL BEGIN TO SHOW THE EFFECTS OF TECHNOLOGICAL CHANGE. NEW COMPUTERS, OFFICE EQUIPMENT AND COMMUNICATION DEVICES ARE EXPECTED TO RESTRICT JOB OPPORTUNITIES FOR SOME CLERICAL OPERATIONS AND INCREASE EMPLOYMENT FOR OTHERS. FOR EXAMPLE: THE USE OF COMPUTERS AND BOOKKEEPING MACHINES TO PROCESS ROUTINE AND REPETITIVE WORK IS EXPECTED TO REDUCE THE USE OF CLERICALS IN SUCH JOBS AS FILING, PAYROLL AND INVENTORY CONTROL. ON THE OTHER HAND, THE NUMBER OF WORKERS NEEDED TO PREPARE INFORMATION FOR COMPUTERS IS EXPECTED TO INCREASE GREATLY. SECRETARIES WILL NEED ADDITIONAL SKILLS TO DEAL WITH WORD PROCESSING EQUIPMENT, AND MORE SOPHISTICATED TYPEWRITERS.

THE OUTLOOK FOR INCREASED EMPLOYMENT IN THE SERVICE SECTOR IS GOOD. THE GROWING POPULATION, EXPANDING BUSINESS ACTIVITY, INCREASING LEISURE TIME AND RISING LEVELS OF DISPOSED INCOME, ARE THE MAJOR FACTORS INVOLVED IN INCREASED NEED FOR SERVICE WORKERS. THE EMPLOYMENT OF SERVICE WORKERS IS EXPECTED TO RISE FROM 11 MILLION TO 13.4 MILLION IN 1985.

MORE SPECIFICALLY, FOR NEW JERSEY, WE WILL SEE AVERAGE ANNUAL JOB OPENINGS IN THE PROFESSIONAL AND TECHNICAL AREAS TO BE APPROXIMATELY 40,000. THE MANAGERS AND OFFICIALS' CATEGORY WILL HAVE APPROXIMATELY 20,000 ANNUAL JOB OPENINGS; SALES WORKERS, APPROXIMATELY 13,000; AND CLERICAL WORKERS, 40,000. IN THE BLUE COLLAR AREA, WE CAN EXPECT THERE TO BE APPROXIMATELY 40,000 ANNUAL JOB OPENINGS. THE HIGHEST NUMBER OF SLOTS WILL BE IN THE CRAFT WORKERS AND OPERATIVE CATEGORIES.

TO SUMMARIZE THESE STATISTICS, HOWEVER, IT SHOULD BE NOTED THAT JOB OPENINGS

IN THE WHITE COLLAR JOBS WILL BE APPROXIMATELY 115,000. THIS IS MORE THAN THREE TIMES THE OPENINGS THAT WILL BE AVAILABLE IN THE BLUE COLLAR AREA.

IT APPEARS THAT THE PRIVATE SECTOR WILL PROVIDE THE BEST OPPORTUNITIES FOR JOBS IN THE 1980's. THE OUTLOOK FOR JOBS IN GOVERNMENT FOR WOMEN, I SEE TO BE SEVERELY RESTRICTED IN THE NEXT SEVERAL YEARS. THIS RESTRICTION IS MAINLY DUE TO THE DESIRE TO CUT BACK ON GOVERNMENT COSTS AND SERVICES.

FROM MY VANTAGE POINT, I SEE THE ECONOMIC GROWTH IN NEW JERSEY TO DEFINITELY BE ON THE INCREASE. THE AGGRESSIVE ECONOMIC POLICIES OF GOVERNOR BYRNE, THE PROGRAMS TO REVITALIZE THE CITIES, TO DEVELOP FOREIGN INVESTMENT, AND TO ATTRACT BUSINESS AND INDUSTRY BACK INTO NEW JERSEY, WILL HAVE A POSITIVE EFFECT ON OUR ECONOMIC GROWTH.

INSIDE OF THIS GENERAL FAVORABLE PICTURE OF ECONOMIC GROWTH, THE QUESTION REMAINS WHAT CAN BE DONE FOR THE DISPLACED HOMEMAKER? ALLOW ME, IF YOU WILL, TO GIVE YOU A FEW EXAMPLES OF HOW THIS ADMINISTRATION IS ALREADY ADDRESSING THE NEEDS OF THE DISPLACED HOMEMAKER.

IN MONMOUTH COUNTY, THROUGH CETA, TITLE III FUNDS, A WOMEN'S TRAINING PROGRAM HAS BEEN DESIGNED TO TRAIN WOMEN OVER THE AGE OF 40 FOR SALES POSITIONS IN SUCH AREAS AS FURNITURE, AUTOMOBILES, AUTO PARTS, HEAVY APPLIANCES, INSURANCE AND REAL ESTATE. TO DATE, 124 WOMEN HAVE GRADUATED FROM THIS PROGRAM; 85 WERE EMPLOYED IN "ON THE FLOOR COMMISSION" JOBS, AND ARE NOW AVERAGING BETWEEN $200 AND $300 PER WEEK. SOME OF THESE WOMEN WERE DIVORCED OR WIDOWED. ABOUT 25% WERE IN THEIR 40'S, AND OUT OF THE JOB MARKET FOR YEARS; 25% WERE FROM MINORITY WOMEN. MOST OF THESE WOMEN WERE DISCOURAGED; SOME WERE ON WELFARE AND OVER HALF HAD HIGH SCHOOL EDUCATIONS. THE BASIC PREMISE OF THIS PROGRAM IN SALES IS BASED

ON THE FACT THAT SUCCESSFUL SALES PERSONS HAVE AN EXCELLENT EARNING POTENTIAL. IT APPEARS THAT THE MONMOUTH PROGRAM HAS BEEN SUCCESSFUL AND PROVIDES A GOOD PROTOTYPE FOR OTHER TRAINING PROGRAMS OF THIS KIND.

ANOTHER EXAMPLE IS A PROPOSAL I HAVE RECEIVED FROM THE WOMEN'S AFFIRMATIVE ACTION COMMITTEE OF THE INDUSTRIAL UNION COUNCIL OF THE AFL-CIO. THIS PROPOSED PROGRAM IS DESIGNED TO ADDRESS THE SPECIFIC AND UNIQUE PROBLEMS OF WOMEN OVER 40 WHO ARE EITHER UNDEREMPLOYED, UNEMPLOYED, OR WISH TO MAKE THE TRANSITION INTO THE WORLD OF WORK OUTSIDE THE HOME. THE IMPORTANCE OF THIS PROGRAM IS THAT IT WILL BEGIN TO ADD TO THE SERVICES WHICH ALREADY EXIST. THERE NEEDS TO BE DEVELOPED A SYSTEM TO PROVIDE WOMEN AND OTHER ENTRANTS INTO THE LABOR FORCE, WITH INFORMATION TO MAKE PROPER CAREER DECISIONS AND ESTABLISH THEMSELVES IN A MEANINGFUL WORK SITUATION, RATHER THAN A DEAD-END JOB.

ACCURATE, ACCESSIBLE INFORMATION ON OCCUPATIONAL OUTLOOKS AND FORECASTS ARE A CRITICAL PART OF THIS SYSTEM. NEW JERSEY HAS TAKEN A LEAD IN DEVELOPING A SYSTEM THAT PROVIDES THIS KIND OF INFORMATION THROUGH THE ESTABLISHMENT OF THE STATE OCCUPATIONAL INFORMATIONAL COORDINATING COMMITTEE (SOICC). THE DEPARTMENT OF LABOR AND INDUSTRY, ALONG WITH THE DEPARTMENTS OF EDUCATION AND HIGHER EDUCATION, ARE WORKING TOGETHER TO SET UP AN OCCUPATIONAL INFORMATIONAL SYSTEM TO BE USED BY ENTRANTS IN THE LABOR MARKET, STUDENTS, AND EDUCATIONAL PLANNERS. BY 1980, THIS SYSTEM WILL BE IN PLACE AND WILL TIE INTO IDENTICAL SYSTEMS BEING DEVELOPED IN EVERY STATE.

OTHER STATES HAVE PROGRAMS WHICH ALSO ADDRESS THE NEEDS OF DISPLACED HOMEMAKERS; NAMELY, MARYLAND, CALIFORNIA, INDIANA AND MASSACHUSETTS.

THE NEW CETA LEGISLATON UNDER SECTION 301, TITLE III, PROVIDES A 2% SET-ASIDE OF TITLE III FUNDS TO ADDRESS THE NEEDS OF DISPLACED HOMEMAKERS AND TO FUND DEMONSTRATION PROJECTS IN THIS AREA. SOON WE WILL KNOW THE EXACT AMOUNT OF FUNDS FOR THIS PROGRAM. THE CETA BILL HAS PASSED THE HOUSE AND SENATE AND

WILL SOON GO TO CONFERENCE COMMITTEE TO WORK OUT THE DIFFERENCES IN THE TWO PIECES OF LEGISLATION, AND FINALIZE THE APPROPRIATION LEVELS. AND LET ME TAKE THIS OPPORTUNITY TO INVITE YOU TO CONTACT MY OFFICE WITH ANY IDEAS OR SUGGESTIONS OF PROGRAMS THAT COULD UTILIZE THESE FUNDS AND ASSURE YOU THAT YOU WILL RECEIVE THE FULL SUPPORT OF MY OFFICE AND THE ADMINISTRATION IN GUARANTEEING THAT WE GET OUR FAIR SHARE OF THESE MONIES.

STATE GOVERNMENT CAN PLAY AN IMPORTANT ROLE IN HELPING TO COORDINATE ALL OF THESE VARIOUS PROGRAMS THAT ALREADY EXIST AND WILL SOON EXIST. DISPLACED HOMEMAKERS AND OTHER GROUPS IN NEED OF SPECIAL SERVICES NEED TO BE ADVISED OF PROGRAMS THAT ALREADY EXIST, AND DIRECTED TO THE APPROPRIATE AGENCY. IN THIS TIME OF SEVERE BUDGET CONSTRAINTS, DUPLICATION OF EFFORT IS NOT WASTEFUL FOR THE INDIVIDUALS WHO NEED THE SERVICES AND THE TAXPAYERS WHO FUND THE SERVICES.

BESIDES PROVIDING SPECIFIC PROGRAMS TO HELP WOMEN MAKE THE TRANSITION FROM WORK IN THE HOME TO WORK OUTSIDE THE HOME, I THINK GOVERNMENT AND BUSINESS SHOULD WORK TOGETHER TO LOOK AT WAYS TO PREVENT THE DEVASTATING EFFECTS OF DEATH, DIVORCE AND ABANDONMENT OF HOMEMAKERS IN THE FUTURE. A SYSTEM NEEDS TO BE DEVELOPED TO ALLOW WOMEN TO HAVE FAMILIES AND STILL MAINTAIN A TIE WITH THE WORLD OF WORK OUTSIDE THE HOME. SUPPORT SERVICES SUCH AS: ADEQUATE CHILDCARE IN PROXIMITY TO THE WORKPLACE, FLEXIBLE WORK SCHEDULES, AND PERFORMANCE OF JOB ACTIVITIES FROM THE HOME, WILL ALLOW WOMEN TO BETTER COMBINE CAREER AND FAMILY RESPONSIBILITIES.

IN THE PRIVATE SECTOR, SOME BUSINESSES HAVE ALREADY BEGUN TO TAKE STEPS IN THESE DIRECTIONS, BUT NO ONE GROUP CAN DO IT ALONE.

I AM PERSONALLY INTERESTED IN CREATING CHILDCARE PROGRAMS AT THE WORKSITE AND ENCOURAGING INDUSTRY TO TAKE AN ACTIVE ROLE IN THIS ISSUE. TO DATE, NO ONE GROUP HAS ASSUMED RESPONSIBILITY FOR CHILDCARE--WHAT IS NEEDED THAT ALL OF US WORK TOGETHER--USING THE CONSORTIUM, SPONSORED TECHNIQUE, AS AN ORGANIZATIONAL FRAMEWORK WHICH CAN BE LOCALLY MODIFIED TO MEET THE SPECIFIC NEEDS OF THE VARIOUS GROUPS INVOLVED. (CURRENTLY WORKING WITH THE P.A.)

NEIGHBORHOOD GROUPS, DAYCARE ADVOCATES, GOVERNMENT AND INTERESTED BUSINESS PEOPLE WOULD ALL PLAY A ROLE IN THIS FRAMEWORK. MANY EXPERIENCES EXIST THAT CAN BE USED AS EXAMPLES; SUCH AS: TEXAS, DAY CARE 1976, POLAROID CORPORATION, ALMALAGAMATED, WORKING MOTHERS OF AMERICA, THE STRIDE-RITE CHILDREN'S CENTER, CONTROL DATA CORP., THE NORTHSIDE CHILD DEVELOPMENT CENTER IN MINNEAPOLIS.

IN CONCLUSION, I SEE MY ROLE AND THE ROLE OF GOVERNMENT TO PROVOKE THIS DIALOGUE BETWEEN THESE PUBLIC, PRIVATE AND SPECIAL INTEREST GROUPS. PERHAPS THESE KINDS OF PROGRAMS WILL REDUCE THE NUMBER OF WOMEN WHO FIND THEMSELVES DISPLACED WITH NO TRANSFERABLE SKILLS.